

# EMERGE

**April 21-22, 2026**

**Hyatt Recency**  
2 Exchange Pl  
Jersey City, NJ

**In-Person + Virtual**

**REGISTER NOW**

## **2026 EmERGe Conference**

*From Resilience to Results | Turning Impact into Influence*

Seramount's EmERGe conference empowers Employee Resource Groups and their leaders to increase their impact through trainings, workshops, and educational seminars. From presentations focused on the most pressing inclusion challenges to panels covering ERG structures, EmERGe offers sessions for all ERG leaders to learn regardless of industry, company size, or ERG maturity.

Whether you're an ERG leader, a program manager, an inclusion or HR leader -- EmERGe has sessions for you! With customizable agendas, attendees have the option to choose the sessions best fit for you and your specific needs.

### **WHY ATTEND?**

**Throughout the day participants will have the opportunity to:**



**Build Your Strategic Leadership Amidst Rapid Change**



**Influence, Relationship Capital, and Leadership Impact**



**Driving Strategic Priorities with Measurable Outcomes**

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*\*Registration for the Pre-Conference SEGMA Lab closes on April 10. General registration for EmERGE remains open through event date.*

## Pre-Conference Agenda Monday, April 20

3:00 – 5:00 pm

### PRE-CONFERENCE FACILITATED SEGMA LAB:

#### Onsite Assessment, Real-Time Insights

Jump into a live, guided SEGMA experience designed to surface insights and spark action. With expert facilitation and peer collaboration, you'll complete the assessment onsite and leave with fresh ideas to accelerate ERG influence across your organization.

Facilitators: **Seramount Advisory Team**

- **Richelle Caday**, Associate Director, Advisory
- **Bridgette Scales**, Managing Director, DBP and Advisory
- **Tanya Tanis**, Associate Director, Advisory
- **Nichelle Wash**, Director, Advisory

5:00 – 6:00 pm

### SEGMA RECEPTION

## HOW SEGMA LIVE WORKS?

1

Participants will complete the SEGMA assessment onsite

2

In real time, you'll receive guided support from the Seramount Advisory team

3

Engage in a live peer discussion and facilitated debrief

4

Leave with clarity on your ERG's maturity level, priority focus areas, and which EmERGE sessions will be most relevant to you

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## Day One Agenda Tuesday, April 21

8:00 – 9:00 am

### NETWORKING BREAKFAST & REGISTRATION

*In-Person*

Participants will check-in for the event, enjoy breakfast and have their first chance to explore our Community Impact Activity by assembling **Energy Over Exhaustion Recharge Kits** for individuals served by WomenRising in Jersey City. Each kit is designed to provide moments of care, calm, and encouragement, aligning with our EmERGe theme of burnout, renewal, and hope. By offering small but intentional tools for rest and restoration, these kits remind recipients that they are seen, supported, and not alone.

8:00 – 9:00 am

### COFFEE AND CONNECTIONS: A VIRTUAL MEET AND GREET

*Virtual*

Grab your favorite morning beverage and start your EmERGe experience energized and inspired by networking in relaxed, fast-paced smaller groups designed to spark new connections and ideas. Meet fellow ERG leaders, share what you're most excited about, and build momentum before programming begins!

9:00 – 9:30 am

### WELCOME REMARKS

*Hybrid*

Speaker: **Subha V. Barry**, President, *Seramount*

9:30 – 10:30 am

### OPENING KEYNOTE: ENERGY OVER EXHAUSTION

#### Rebuilding Your Capacity to Lead, Serve, and Succeed

*Hybrid*

Dr. Davis candidly shares his journey of overcoming life's challenges and refueling his energy during moments of burnout. He reframes burnout as a leadership signal—not a failure—and guides ERG leaders in rebuilding their influence, clarity, and sustainable leadership practices, leaving them empowered with resilience.

Keynote Speaker: **Dr. Sampson Davis**, ER Doctor, *ER Doc. Inc*  
In Conversation With: **Ripa Rashid**, Managing Director, Head of CDOC, *Seramount*

10:30 – 11:00 am

### COFFEE BREAK

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## Day One Agenda Tuesday, April 21

11:00 am – 12:30 pm

### CONNECTED CIRCLES

#### Exploring Collaboration in ERG Leadership

*Hybrid*

At a time when employee resource groups are being asked to do more, with greater complexity, visibility, and impact, ERG leaders cannot work in isolation. Connected Circles: Exploring Collaboration in ERG Leadership is designed to help ERG leaders move beyond silos and toward shared strategy, collective influence, and sustained momentum. This session creates space for leaders to reflect, connect, and activate collaboration as a core leadership capability, not an add-on.

Introduction: **Katie Mooney**, Managing Director, *Seramount*

In-Person Facilitator: **Chelsea C. Williams**, CEO/Founder, *Reimagine Talent Co.*

Virtual Facilitator: **Todd Baker**, Associate Director, Advisory, *Seramount*

12:30 – 1:30 pm

### NETWORKING LUNCH BY AFFINITY GROUP

*In-Person*

Participants will be encouraged to meet a variety of peers and sit by ERG affinity to explore common opportunities and challenges. They will also be provided with a list of discussion questions to guide the conversation.

1:45 – 3:00 pm

### CONCURRENT BREAKOUT SESSIONS

#### RESILIENT LEADERSHIP:

#### Cultivating a Strategic Mindset in Turbulent Times

*Hybrid*

Seramount's research shows that constant crisis response diminishes strategic focus and organizational capacity. This session explores resilient leadership when urgency never fully goes away, and how leaders can move from reactive firefighting to intentional decisions about where time, attention, and authority are spent. Leaders will leave with practical strategies to protect energy, restore strategic thinking, and strengthen workforce and organizational resilience.

Speaker: **Mollie Teitelbaum**, Director, Learning Solutions and Advisory, *Seramount*

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## Day One Agenda Tuesday, April 21

1:45 – 3:00 pm

### CONCURRENT BREAKOUT SESSIONS (CONT.)

#### FROM DISRUPTION TO DIRECTION: How ERG Leaders Gain Momentum

*In-Person*

As ERG leaders navigate mergers, shifting priorities, and growing expectations, steady leadership grounded in clarity and purpose becomes a strategic advantage. In this session, leaders will gain practical resilience frameworks to anchor their teams, say no with grace when ideas don't align to the "why," foster belonging through change, and reframe challenges as opportunities—while modeling visibility, availability, and steadiness that builds trust and long-term impact.

Moderator: **Melissa Avila**, Principal Work Integration Manager and President of Adelante, *PSEG*

Panelists:

- **Melissa Avila**, Principal Work Integration Manager | President of Adelante, *PSEG*
- **Lois Castillo**, Head of DEI, *Basis Technologies*
- **Schantelle Henry**, Associate Director, Inclusion & Impact, *Burson Global*

#### LEAD WITHOUT LOSING YOURSELF: Mental Wellness, Boundaries, and the Cost of Holding it All

*In-Person*

When engagement is fading and energy is depleted, ERG leadership can be extremely challenging, with pressure that often trickles down to the team. This session offers pragmatic, honest ways to catch your breath and lead with self-compassion, enhanced clarity, and sustainable energy—for yourself and your ERG community. Through guided reflection, interactive moments, and peer conversation, we'll explore secure boundaries that support both the leader and the work, leaving you with tangible, actionable takeaways you can implement right away.

Speaker: **Desirree Potts, M.S.Ed.**, Founder/CEO, DivEra Bots™

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## Day One Agenda Tuesday, April 21

1:45 – 3:00 pm

### CONCURRENT BREAKOUT SESSIONS (CONT.)

#### VISIONARY ERG PROGRAMMING FOR IMPACT AND RELEVANCE

*Virtual*

Step into the next evolution of ERG programming designed to spark engagement and stay relevant in today's rapidly shifting workplace. This session explores how collaborative approaches—connecting opportunities and access for all and sustainability—can inspire unique, inclusive events that resonate with members and allies alike. ERG leaders will leave with fresh ideas, adaptable concepts, and practical takeaways to elevate participation, strengthen community as well as bottom-line impact, and future-proof their event strategies.

Moderator: **Nakia D. Henderson**, Assistant Vice President, Inclusion and Belonging | BRG Advisor, *Lincoln Financial*

Panelists:

- **Nate Ka'auamo**, Education Program & Enablement Manager | Black Employee Resource Group Events Coordinator, *Infoblox*
- **Tracy Slager**, Clinical Program Specialist for Suicide Prevention | Chair of Women Inspiring Success and Health (WISH) BRG, *Corewell Health*
- **Hai Vu**, Senior Consultant | President of Green@TU Inclusion and Belonging Groups, *TransUnion*

3:00 – 3:20 pm

**BREAK**

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## Day One Agenda Tuesday, April 21

3:20 – 4:30 pm

### ERG IMPACT AWARDS CELEBRATION AND FIRESIDE CHAT *Hybrid*

Join us for an afternoon of inspiration and connection at the ERG Impact Awards Celebration! This special event honors the remarkable achievements of Employee Resource Groups that have made significant contributions to their organizations and communities. Celebrate the power of inclusion and resilience of ERGs as we recognize these trailblazers for their innovation, leadership, and meaningful impact. We will also join some of the award winners in a fireside chat on the strategies of their success. Together, we'll toast to the collective efforts that drive change and foster inclusive workplaces!

Introduction: **Katie Mooney**, Managing Director, *Seramount*

Opening Act: **Jonah Nigh**, Comedian and Public Speaker

Award Presenter: **Richelle Caday**, Associate Director, Advisory, *Seramount*

Fireside Chat Moderators: **Richelle Caday & Jonah Nigh**

#### Panelists:

- **Phoebe Geoghegan**, Senior Branding & Communications Specialist | Global Chair of TE Young Professionals, *TE Connectivity*
- **Teresa Manago**, Personal Wealth Internal Communications Director | Aspiring Latinos Moving Ahead (ALMA) BRG Chair Emeritus, *Empower*

4:30 – 5:30 pm

### JONAH NIGH VIRTUAL MEET AND GREET AND OPEN NETWORKING LOUNGE

*Virtual*

Wrap up the day on a high note with a virtual-only meet and greet with Jonah Nigh — a chance to celebrate, connect, and end together on a feel-good note.

Keep the momentum going in this networking lounge designed to connect, celebrate, and inspire. Participants can choose from themed breakout rooms, meet new peers, and leave with valuable connections that extend the EmERGe experience beyond the event.

Speaker: **Jonah Nigh**, Comedian and Public Speaker

4:30 – 5:30 pm

### NETWORKING RECEPTION

*In-Person*

Celebrate the momentum of Day One at our networking reception —bringing people together to connect, reflect, and enjoy the power of community over refreshments.

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## Day Two Agenda Wednesday, April 22

8:00 – 8:45 am

### NETWORKING BREAKFAST & REGISTRATION

*In-Person*

8:45 – 9:00 am

### WELCOME REMARKS

*Hybrid*

Speaker: **Bridgette Scales**, Managing Director, DBP and Advisory, *Seramount*

9:00 – 9:45 am

### ERG CERTIFICATION ALUMNI PANEL

*Hybrid*

Panelists will explore today's most pressing ERG challenges—demonstrating business impact, strengthening community connections, advancing workforce development, and sustaining engaged membership—through real examples from their own organizations. Drawing on their Seramount ERG Certification experience, leaders will discuss how building a clear ERG value proposition, developing a practical business plan, and defining metrics and milestones helped them move from passion to measurable results. The conversation will also highlight how inclusive leadership skills—delegation, empowerment, and collaboration—enabled them to scale their ERGs beyond individual effort. Attendees will leave with actionable insights on leading with intention, aligning ERG work to enterprise priorities, and cultivating an inclusive leader brand that drives both community and business value.

Moderator: **Shyama Venkateswar, Ph.D.**, Senior Director, Learning, *Seramount*

Panelists:

- **Niana Celestine**, Application Development Manager, AI Enablement | Co-Lead of Women in Technology (WIT) ERG, *Genworth*
- **Brittany Jeffries**, Leadership Talent Acquisition Partner | Co-President of Black Leaders and Collaborators Collective (B.L.A.C.C.) BRG, *Giant Eagle*

9:45 – 10:15 am

### COFFEE BREAK

*In-Person*

9:45 – 10:15 am

### MOMENTUM MAPPING CIRCLES BREAK

*Virtual*

Turn inspiration into action in this forward-focused networking session designed to help you clarify your next move. Share what resonated most from Day 1, explore what you're eager to learn next, and leave with renewed energy and accountability to drive impact when you return to work.

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## Day Two Agenda Wednesday, April 22

10:15 – 11:30 am

### CONCURRENT BREAKOUT SESSIONS

#### TURNING ERG INSIGHT INTO ENTERPRISE VALUE

*Hybrid*

Discover how ERGs translated lived experience into commercially aligned outcomes that advanced digital accessibility, inclusive facilities design, and product innovation across the enterprise. ERG leaders will walk away with concrete strategies for connecting bold ideas to enterprise goals, engaging cross-functional stakeholders, and demonstrating measurable impact across workforce, marketplace, and brand—without losing authenticity or momentum.

Moderator: **Benjamin Pereira**, Senior Specialist | EBRG Enterprise Strategic Operations Lead, *Merck*

Panelists:

- **Jesse Lemel**, Senior Product Manager, Faucets Innovation and Finishes | Co-President of BOLD Ability BRG, *Kohler*
- **Laura Nietupski**, Senior Business Operations Director | ADAPT BRG Chair, *MassMutual*

#### THE COMMUNICATION ADVANTAGE: Driving ERG Impact with Clarity & Confidence

*In-Person*

Learn how to position your ERG as a strategic driver of business success in this dynamic session with communications expert and bestselling author Jessica Chen. Discover how to create a clear, compelling impact brief that connects your ERG's work to enterprise priorities like talent retention, productivity, and brand reputation, while strengthening your executive presence and influence. Walk away with practical tools to confidently engage senior stakeholders and translate your ERG's contributions into measurable outcomes that drive visibility, credibility, and action at the highest levels.

Speaker: **Jessica Chen**, Global Communication Expert, Emmy-Award Winning Journalist, Bestselling Author, Founder & CEO, *Soulcast Media*

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## **Day Two Agenda** **Wednesday, April 22**

10:15 – 11:30 am

### **CONCURRENT BREAKOUT SESSIONS (CONT.)**

#### **CHOOSE YOUR ERG FUTURE: A Scenario-Based PESTLE Exercise**

*In-Person*

ERG leaders are navigating unprecedented volatility—from legal scrutiny and political polarization to rapid technological change. In this immersive, scenario-based session, participants explore plausible future environments shaped by PESTLE forces and practice making high-stakes ERG decisions under uncertainty. Leaders will assess risks, identify opportunities, and determine how ERGs must evolve their strategy, governance, and capabilities to remain influential and business-relevant.

Speaker: **Nichelle Wash**, Director, Advisory, *Seramount*

#### **ERG SCENARIO PLANNING: Preparing for Critical Moments Before They Happen**

*Virtual*

In today's volatile social, political, and business climate, ERG leaders are increasingly asked to respond to high-stakes challenges with little warning. This highly interactive session invites participants to step into realistic ERG scenarios—such as funding cuts, leadership changes, or public scrutiny—and practice making strategic, enterprise-aligned decisions in real time. Through small-group breakout discussions and guided scenario planning, attendees will map key stakeholders and develop practical response strategies they can immediately take back to their organizations.

Speaker: **Mija Lieberman**, Associate Director, Advisory, *Seramount*

11:45 am – 12:45 pm

### **NETWORKING LUNCH BY ERG ROLES**

*In-Person*

Participants will be encouraged to meet a variety of peers during each networking meal by their ERG role. They will also be provided with a list of discussion questions to guide the conversation.

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## Day Two Agenda Wednesday, April 22

1:00 – 2:00 pm

### KEYNOTE: EVERYDAY HEROES

#### The Power of Ordinary People to Make Extraordinary Impact *Hybrid*

In this heartfelt and inspiring keynote, Will Reeve explores what it truly means to be a hero —not in a cape, but in everyday life. Will shares how the most meaningful acts of courage often come from ordinary people rising to meet extraordinary challenges: the quiet bravery, resilience, and indomitable spirit found in communities everywhere. This keynote is a moving call to action: heroism isn't about superpowers. It's about showing up, lifting others, and turning compassion into impact.

Introduction by: **Joy Peña**, Vice President, Head of Opportunity & Inclusion – Culture & Experiences, *The Walt Disney Company*  
Keynote Speaker: **Will Reeve**, National Correspondent, *ABC News*  
In Conversation with: **Subha V. Barry**, President, *Seramount*

2:15 – 3:30 pm

### CONCURRENT BREAKOUT SESSIONS

#### LEVERAGING DECISION-MAKING FRAMEWORKS FOR SCALABLE ERG IMPACT

*Hybrid*

High-impact ERGs don't rely on instinct alone—they use proven decision-making frameworks to prioritize initiatives, allocate resources, and execute with confidence. In this session, ERG leaders will gain practical tools and real-world playbooks from Ferguson, DPR Construction, and Accenture to design intentional operating models, align programming to business priorities, and replicate inclusive initiatives that deliver measurable results at scale.

Moderator: **Reed Harris II**, North American Inclusion Lead, *Kenvue*

Panelists:

- **Tiara Cypress**, Regional (Northeast) DEI Lead, *DPR Construction*
- **Derrick Johnson**, Change Management & Organizational Design Manager | Chair of BOLD BRG, *Ferguson Enterprises*
- **Franklin Mina**, Senior Manager | National Hispanic American ERG Co-Lead, *Accenture*

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## Day Two Agenda Wednesday, April 22

2:15 – 3:30 pm

### CONCURRENT BREAKOUT SESSIONS (CONT.)

#### FROM PASSION PROJECTS TO STRATEGIC PRIORITIES

*In-Person*

Discover how ERG passion can be operationalized into enterprise-aligned initiatives that drive measurable, long-term impact, featuring a real-world case study from Symetra's multi-day ERG Leadership Forum to Munich Re's modernized military leave and training benefits. ERG leaders will walk away with actionable strategies for alignment, measurement, and intentional design—equipping them to position their ERGs as credible strategic partners rather than well-intentioned side initiatives.

Moderator: **Christyl Lucille Murray**, Adjunct Assistant Professor, *Brown University*

Panelists:

- **KJ Amin**, Chief of Staff | CEO and Chair of the UNLV Alumni Business Resource Group, *MGM Resorts International*
- **Brittany Spencer**, Director, DEI Programs & Impact, *Symetra Financial*
- **Lauren Tredinnick**, Chief Risk Officer | Executive Sponsor of Veterans in Action ERG, *Munich Re America Services*

#### FROM ERG ADVOCATE TO STRATEGIC ARCHITECT: How to Transform Senior Leadership Engagement and Drive Enterprise-Level Impact

*In-Person*

Many ERG leaders are working tirelessly to prove their value—often without the budget, authority, or infrastructure to create lasting impact. This session introduces the Collabovate Method, a practical coalition-building framework designed to help ERGs shift from reactive advocacy to proactive enterprise influence. Learn how to map stakeholder power, align initiatives to the metrics executives prioritize, and mobilize cross-functional partners to accelerate business impact. Walk away with a clear, actionable playbook to strengthen your ERG's strategic position and begin building measurable, organization-wide change immediately.

Speaker: **Krischanna Roberson**, Founder and Principal Consultant, *Collabovate Consulting*

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## **Day Two Agenda** **Wednesday, April 22**

2:15 – 3:30 pm

### **CONCURRENT BREAKOUT SESSIONS (CONT.)**

**FROM CURIOSITY TO CAPABILITY:**  
**Building AI Readiness Through ERG Operations**  
*Virtual*

This workshop helps ERG leaders understand how AI can responsibly support ERG leadership work, assess whether their ERG is ready to use AI now, next, or later, and explore how ERGs themselves can be used as practical spaces to build AI-relevant skills—without requiring live access to AI tools. This is not an AI tools training. It is a capability and readiness workshop grounded in ERG operating discipline.

Speaker: **Todd Baker**, Associate Director, Advisory, *Seramount*

3:30 – 4:00 pm

### **DESSERT PARTY SEND-OFF**